

ROUTING AND RECORD SHEET

SUBJECT: (Optional)

FROM: William F. Donnelly
Deputy Director for Administration
7D24 Headquarters

EXTENSION

NO

DDA 86-1671 OIT/TRIS

DATE

2 October 1986

LOGGED

TO: (Officer designation, room number, and building)

DATE

RECEIVED

FORWARDED

OFFICER'S INITIALS

COMMENTS (Number each comment to show from whom to whom. Draw a line across column after each comment.)

1. D/Communications
2. D/Finance
616 Key Building
3. D/Information Services
1206 Ames Building
4. D/Information Technology
2D0105 Headquarters
5. D/Logistics
6. D/Medical Services
1D4040 Headquarters
7. D/Personnel
8. D/Security
9. D/Training and Education
936 Chamber of Commerce

10.

11.

12.

13.

14.

15.

✓ DIOIT - FYI
DDIM - Action

u: C/M4CG } info
C/HRP

Suspense - 10/21

CONFIDENTIAL

DDA 86-1671

2 OCT 1986

OIT/TRI
LOGGED

NOTE TO: Director of Communications
 Director of Finance
 Director of Information Services
 Director of Information Technology
 Director of Logistics
 Director of Medical Services
 Director of Personnel
 Director of Security
 Director of Training and Education

FROM: William F. Donnelly
 Deputy Director for Administration


SUBJECT: Suggestions for a Special Award

REFERENCE: Memo for D/OP, via Multiple Addresses, from DDS&T,
 dated 15 August, Subject: New Award Proposal

1. Yesterday at our staff meeting I mentioned the possibility of a DDA-sponsored special award similar in concept to the attached DDS&T proposal. I'd like your thoughts on this idea.

2. What I had in mind was a career discipline award (or awards) for which DA personnel would be strong contenders, but one which was also broad enough to permit Agency-wide submissions. Perhaps a computer scientist or a contracting officer--but I'll leave the suggesting to you.

3. Please send me your thoughts in the next few weeks. If it seems like a good idea based on your comments then we'll go with it.

25X1

William F. Donnelly

Attachment:
As Stated

SECRET

25X1

ORIG:EXA/DDA



(1 October 1986)

DISTRIBUTION:

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- 1 - C/MS/DA w/att
- 1 - DDA Subject w/att
- 1 - DDA Chrono w/o att
- 1 - EXA/Chrono w/att

DDS&T-628-86

10 APR 1986

MEMORANDUM FOR: Director of Personnel

VIA: Executive Director
Deputy Director for Operations
Deputy Director for Intelligence
Deputy Director for Administration

FROM: R. E. Hineman
Deputy Director for Science and Technology

SUBJECT: New Award Proposal

1. PROPOSAL: The Directorate for Science and Technology, in concert with the other directorates, proposes that two new Agency awards be established: one for the Engineer of the Year and the other for Scientist of the Year.

2. BACKGROUND: The production of finished intelligence is best described as a team endeavor requiring the contribution and continuing support of a variety of actors including collectors, processors, analysts, and general support personnel. While discouraging participation of any contributor can reduce the value of the product, we continue to inhibit development of a team psychology and encourage a parochial "them or us" attitude. Exemplary efforts have been made by management to turn this trend around. Programs such as the Exceptional Analyst Award foster a better understanding of the vital contribution made by the individual Agency officers and their components. However, there are large segments of our organization whose contributions and efforts are misunderstood and unheralded. One such segment, which is represented in each of the directorates, are scientists and engineers. The efforts of these people and the nature of the benefits the Agency derives from them need to be more widely recognized and understood. Fostering this recognition and understanding is the purpose of these proposed awards.

3. AWARD STRUCTURE: The differentiation of scientists and engineers will be the responsibility of the Career Service Board of each directorate. Each Career Service Board will select two candidates for each award. The

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SUBJECT: New Award Proposal

25X1 candidate's names will be forwarded [redacted]
 25X1 [redacted] per provisions in

the Headquarters regulations. The lists of candidates will then be evaluated and ranked by a special board selected by the Executive Director and composed of officers from each of the directorates. The winning candidate in each category will receive a plaque and \$5,000 in a special award ceremony. The winning officer or the highest ranked [redacted] candidate [redacted]

25X1 [redacted] will subsequently be the Agency candidate for appropriate inter-agency
 25X1 awards, such as the Federal Engineer of the Year Award sponsored by the Society of Professional Engineers or the Women in Science and Engineering Award.

4. ELIGIBILITY: Any Agency staff employee with three years' Agency experience who is engaged in the practice of an engineering or scientific discipline, either as a technical officer or manager, is eligible.

5. AWARD CRITERIA: The primary criteria for this award will be the individual's achievements related to the furtherance of the Agency's mission and their level of performance over the past three years. Other minor criteria will be their civil and humanitarian activities, non-Agency professional and technical activities, and educational achievements.

6. SCHEDULE: The following schedule will apply to processing of the awards:

- June: Request for nominees provided to all employees.
- July: Each office Career Service Board nominates two candidates to their individual directorates.
- August: Directorate Career Service Board selects two candidates for each award.
- September: Directorate candidates are submitted to the Agency board.
- November: Final selection is forwarded to the Executive Director.
- December: Inter-Agency award nominating letters signed by the DCI.

Adoption of this schedule will phase the Agency program with the inter-agency award nomination process.

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7. In order to provide for the initiation of these awards during the last quarter of this fiscal year, I request that you expedite the approval of these awards in the Honor and Merit Awards Board. I will be pleased to talk with you about these awards if you have any questions.

R. E. Hineman

CONCUR:

Deputy Director for Administration

Date

27 Aug 86

Deputy Director for Intelligence

Date

28 Aug 86

Deputy Director for Operations

Date

8/9/86

APPROVED:

Executive Director

Date

9 SEP 1986